

City of Carlsbad Employee Benefits



Police – Sworn and Non Sworn

Group Health Insurance

Employees may choose from several medical plans available through the California Public Employees Retirement System (CalPERS). Both employee and the City share premium costs. Dental and Vision coverage is available through the CPOA.

Flexible Spending Accounts (FSA)

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses.

Retirement

Under the CalPERS program the City provides to all sworn CPOA represented safety employees the 3% at 50 retirement formula. On behalf of the safety employee, the City contributes 8% of the employee's earnings, and the employee contributes 1% on a pre-tax basis. In addition, the City also reports the value of the employer paid member contributions (8%) to CalPERS as additional income. For non-sworn CPOA represented employees, the City provides the 3% at 60 retirement formula. On behalf of the non-sworn employee the City contributes 7% of the employee's earnings, and the employee contributes 1% on a pre-tax basis.

Life Insurance

The City provides each employee with life insurance equivalent to one times annual base salary. Employees may purchase additional life insurance equivalent to one times the base amount.

Accidental Death and Dismemberment

This is a voluntary program available to any employee who chooses to participate. The City will pay 1/3 of the cost and employee pays 2/3 of premium.

Long Term Disability

The City provides long term disability, which may provide up to 60% of basic monthly earnings while disabled.

Uniform Allowance

Reimbursement is currently \$650.00 a year. Reimbursement is prorated and paid out in a biweekly basis in the amount of \$25.00 per pay period over 26 periods

Bilingual Pay

The City will provide additional compensation to an employee, designated by the Police Chief, in the amount of \$40.00 per pay period for the performance of Spanish/English bilingual skills.

Education Incentive

After passing 12 month probation, the City will pay \$60.00 biweekly for those employees who possess an Intermediate POST Certificate and \$90.00 for those who possess an Advanced POST Certificate.

Holidays

The City observes 12 scheduled holidays plus one floating holiday per year.

Vacation

Vacation hours earned is based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 320 hours.